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TEAMSTER CONVOY DISPATCH

VOICE OF THE TEAMSTER RANK AND FILE SINCE 1975

Dec. 1994/Jan. 1995 #137

Local Union Elections Signal Change

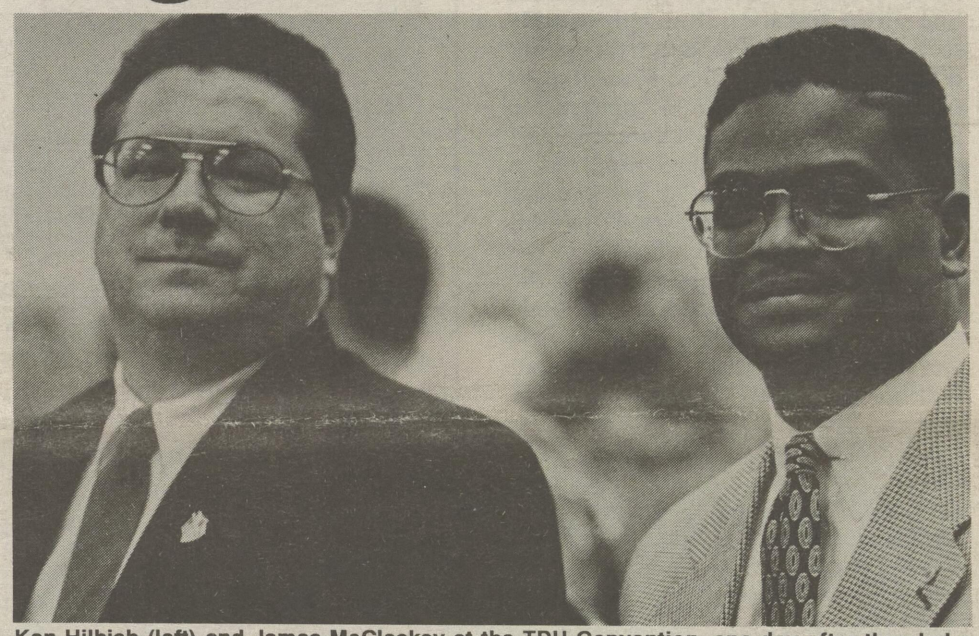
Loud and Clear Message of Reform

In local union elections from Virginia to California, Teamsters are sending a message to the old guard: it's time for our union to move forward not backward. This is Teamster reform as it should happen, from the rank and file.

Joyce Mims, a Teamster spouse and member of the Teamster Human Rights Commission, told the TDU Convention about the wave of victories. "At this TDU Convention we held an officers' network meeting; nearly 100 officers were in attendance. At the 1990 convention after our folks had won in Atlanta we could have held that meeting in a broom closet."

There are two basic reasons for the new pace of change at the local level. First, the playing field is more level than ever before. In Ventura, Calif., Local 186, the election was supervised by the Department of Labor. In some other locals the International union ordered that mail ballots be utilized instead of walk-in voting. In Atlanta Local 528, the election was a rerun after it was found that employer contributions in the form of busing-to-the-polls deals were used by the incumbents.

Second, Teamsters have had a taste of change in our union and want more. The IBT election of 1991 was not a panacea, but it did open the door of democracy. Now it's up to us to organize to make it happen. And members are starting to do just that.



Ken Hilbish (left) and James McCleskey at the TDU Convention, one day after they led a reform sweep in the Atlanta Local 528 election. McCleskey told the group, "Last year I attended the TDU convention as an observer ... but then I saw how important that this organization is. Now in Atlanta, the battle is not won, the battle is just beginning. But we do have control of the battlefield. The reform movement is on the rise. Democracy will prevail."

End of an Era in Georgia

For decades the two big Teamster locals in Georgia were run by the Mathis family and the Cook family. That era is now over. Four years ago the members of Local 728 made their move, in a supervised election. Now the members of Local 528 have done the same in a local that has been run for many years by Jerry Cook and his dad before him.

Now in Atlanta, the battle is not won, the battle is just beginning. But we do have control of the battlefield. —James McCleskey

Reformers Ken Hilbish and James McCleskey and the rest of their slate swept into office on Oct. 28 by a wide margin over Rufus Cantrell, the appointed successor of the recently retired Cook.

The 5,000 members of Local 528 are spread over much of the state of Georgia, and work in factories, warehouses, for the utility company, and several truck lines. Organizing a unified movement here is no small task.

This election showed the value of a supervised, mail-ballot election. The battle began two years ago with an election that was tainted by employer contribu-

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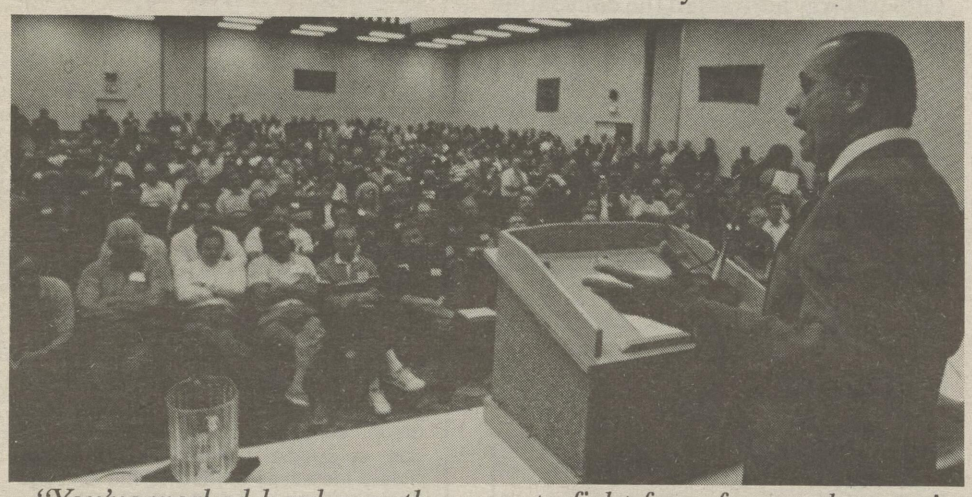

"You've worked hard over the years to fight for reform ... but you're going to have to work even harder over the next two and a half, and that's not something that frightens anybody in this room. There are local elections this fall. ... There are elections next year for the delegates. ... Delegates to the 1996 convention will have the power either to make our constitution more democratic, more meaningful, or to tear it apart and completely reverse it."

—Ron Carey, IBT General President
Address to TDU Convention, Oct. 29, 1994

See pages 6-7 for coverage of the TDU Rank & File Convention.

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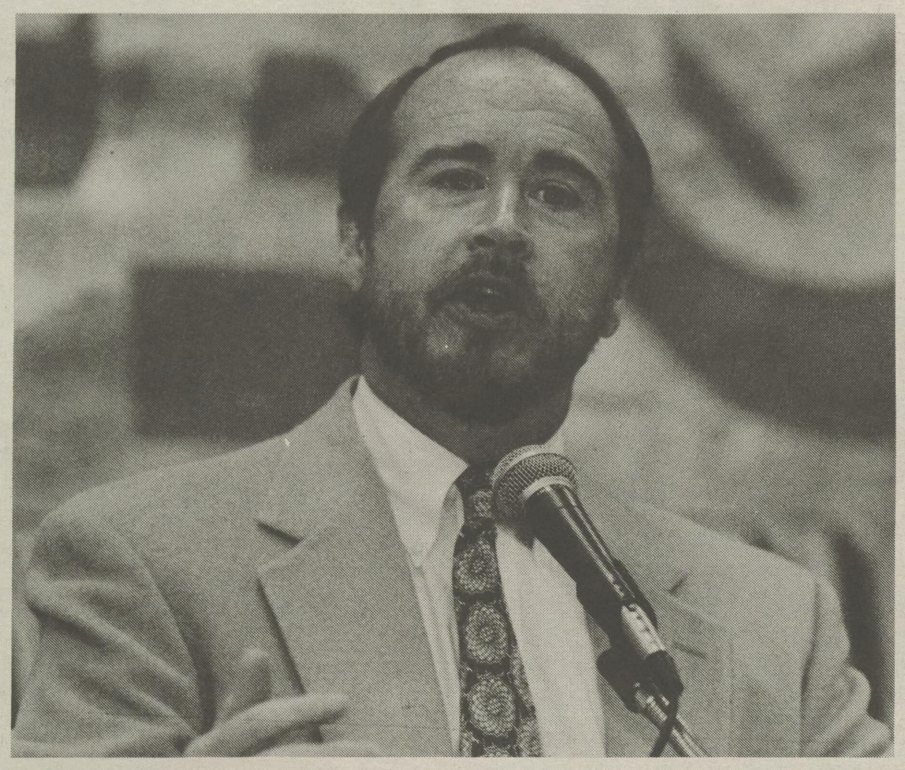
UNION SOLIDARITY

Solidarity Featured at TDU Convention

At the TDU convention, in addition to building our organization and planning our future activities, we hear from leaders on the front lines. Leaders from throughout the labor movement who are engaged in the hard fights to improve working conditions and set a new political course for our country.

Our Friday night banquet featured leaders from two unions on the cutting edge of labor's new agenda. Joel Myron, Director of Research for the Brotherhood of Maintenance of Way Employees, pointed out the challenges facing rail workers suffering under restrictive labor legislation that has gutted their right to strike. He also addressed the question of building a labor response across jurisdictional lines in the transportation industry. He said "this is one transportation industry in 1994. It's not rail, air, barge, truck, bus. ... we are in a competition among each other for the same percentage of freight that gets moved in the country. We want to get another percent and take it from you. You want to get two percent and take it from us. It is pretty amusing the way that the bosses have used this particular angle to set us against each other." Myron met with TDU activists later in the convention to discuss building solidarity between Teamsters and rail workers.

Bob Wages, President of the Oil, Chemical and Atomic Workers union gave an address that focused on the what it would take to build a new political movement of working people in this country. The OCAW helped launch Labor Party Advocates in 1991. His speech demonstrated the kind of passion necessary to turn things around for labor. He pointed out the important role that TDU has played in the broader labor movement (see box).



Your cause is important not just because you won, not just because you were able to get some folks elected to your general board and you got someone who has some progressive credentials to run your union. Your cause is important because it sends the signal out to everyone else that there is a rank and file, there are workers who care, there are people we can link up with arm in arm to make change in this country. And the only way we are going to do it – the only way we are going to move progressive causes – the only way we are going to take back politics – is by linking together and building a movement of ***workers*** *not bureaucrats.*

—Bob Wages, president, Oil Chemical and Atomic Workers Oct. 28, 1994 address to TDU Convention

Diamond Walnut Strike

The message of solidarity continued during the convention. Lucio Reyes, secretary-treasurer of Stockton, Calif., Local 601 updated the convention on the situation at Diamond-Sun Walnut. The mostly Latina workforce has been on strike for three years, but are continuing their fight. Cynthia Zavala, TDU member and striking Diamond worker, related what life has been like on the picket line since the suspension of strike benefits. Local 490 member Gilbert Gray addressed the convention on building rank and file support for the Diamond Walnut strikers and challenged people to make financial pledges to the effort. A reception was held later for the strikers.

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How to Contact TDU

We want to hear from you. Contact us at the address below for more information about TDU, or to send us articles or letters concerning Teamster-related issues.

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Michael Savwoir, Kansas City, Mo., Local 41

Organizer:
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Frieda Burgan, Phoenix Local 104
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Chuck Crawley, Houston Local 988

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Patricia Franks, Allentown, Pa., Local 773
Lucio Reyes, Stockton, Calif., Local 601
Tom Rose, Cleveland Local 507
Michael Ruscigno, New York Local 138
Sally Smith, Los Angeles Local 896
Mike Turnure, Minneapolis Local 320

Alternates:
Patrick McBride, Tacoma, Wash., Local 599
Lisa Hopper, Davenport, Iowa, Local 710
Bilal Chaka, Long Beach, Calif., Local 692

Who We Are

CONVOY DISPATCH is the voice of Teamsters for a Democratic Union. We are the united rank and file movement to reform the Teamsters, created out of the merger of PROD and TDU.

We are truck drivers, dock workers, production workers – every kind of Teamster, and spouses, too.

We are a grassroots organization with chapters from coast to coast in the USA and Canada. We believe in returning this union to the membership and we are doing it. We are a democratic organization in which every member has a voice and vote. Our 15-member International Steering Committee was elected in October 1994 for one year. Our Rank & File Convention had nearly 600 representatives present.

We are proud Teamsters standing up for our rights. TDU invites all Teamsters interested in defending our contracts and reforming our union to join us. We do reserve the right to exclude those who are opposed to TDU and its principles.

Rank & File Bill of Rights

I. DEMOCRATIC BY-LAWS. All business agents and stewards should be elected. Vacancies in office should be filled by special election within three months. Local union committees should be elected. Contract and strike votes should be by majority (not two-thirds). All contracts should provide for elected officers retaining company seniority.

II. DIRECT ELECTION OF OFFICERS. General President and all International officers should be elected by the membership. International VPs elected by regions. An end to trusteeships and split-off locals.

III. A FAIR GRIEVANCE PROCEDURE. Innocent until proven guilty, right to remain on the job until final procedure completed. Grievance procedure should include right to a speedy trial, arbitration by peers, and the right to strike if necessary.

IV. PRESERVATION OF WORKING CONDITIONS. The union's purpose is to expand and preserve what we have, not trade it away for anything less. People come first, not productivity.

V. SAFETY AND HEALTH. We have the right to enter the workplace without fear for our health and leave in the same condition we arrive. Teamsters should have the right, backed up by our union, to refuse unsafe work or hazardous conditions. We are not machinery.

VI. EIGHT-HOUR DAY AND FIVE-DAY WEEK. Forced overtime and unfair dispatch rules destroy our family life and cost us jobs. No mandatory overtime, "flexible" work weeks, or 70-hour slavery. We are for the advent of the four-day work week. We work to live, not live to work!

VII. A DECENT PENSION. Every dollar in the pension funds belongs to us. We are entitled to 25-and-out, cost of living on pensions, and union pension trustees elected by the rank and file and retirees to safeguard our money.

VIII. JUST SALARIES FOR OFFICERS. A union officer can't understand the problems of members who make less than half what he makes. No officer should make more than the highest paid working members in his jurisdiction. No multiple salaries from union, company, or government sources, or special fringes and pensions. Salary increases limited to the average increase for membership, and subject to membership approval.

IX. EQUALITY AMONG TEAMSTERS. Bring all wage levels up to the highest standards, not a lot for the few and little for the many. Fight the hardest for the lowest paid.

X. END TO DISCRIMINATION. Employers have used the differences in age, race and sex to divide us for decades. We oppose these injustices and divisions. Support affirmative action to correct past injustices. Employers should bear the cost of their past discrimination, not the members.

FREIGHT NEWS

Struggle Continues to Organize Overland Freight

David Isaacs
Local 916, ABF
Springfield, Ill.

Overland Freight and the IBT signed an agreement on Oct. 31 recognizing the union rights of terminal workers at DP Cartage, the company name under which Overland does business in Springfield, Ill. The agreement follows a five-week recognition strike. The agreement provided for a union vote within five days, to be conducted by a local neutral party—not the NLRB—and for workers to remain out, free from management intimidation, until the vote was held. Partly as a result of this strike, and the union solidarity produced by it, Overland workers at the terminal in Pittsburgh have won an election to join the Teamsters and elections have been scheduled in Flint and Detroit, Mich.

Company Escalates

In response to this solidarity and success, the corporation has escalated its anti-union tactics. Following the union victory in the representation election in Illinois, the company began bargaining by making an outrageous demand that the four people who had crossed the picket line be placed at the top of the seniority list.

DP Cartage Teamsters went back on strike, and on Nov. 10 spread the strike to Scott Trucking in Indianapolis, the name that Overland uses there. The 80 Teamsters who refused to cross the line in Indy were fired, and Overland is diverting business to nonunion terminals in other cities. Teamsters in Springfield and Indianapolis remain out as *Convoy Dispatch* goes to press, but events are sure to move quickly in this struggle to organize.

How It Happened

In August members of Local 916 began working with two organizers from the International to create a volunteer organizing committee. In September two employees of DP Cartage approached a local Business Agent (and TDUer) to ask about joining the union. They were put in touch with the International organizers, and as a result DP Cartage workers were invited to a picnic and meeting at the home of one of the workers on Sept. 24. At that meeting all the workers present—a majority of all the employees—signed union cards. The DP Cartage workers decided they did not want to wait for a Labor Board election and decided to strike for union recognition.

DP Cartage was struck on Sept. 26 and a picket line went up at Overland's Springfield terminal.

Local 916 is currently under trusteeship. Trustee Hugh Thompson and his staff worked many hours to help on the organizing campaign. Because there is no International Strike Fund, money was raised locally and from other Teamsters to support the strike. A food bank was set up and local fundraisers held. Teamsters in Indianapolis contributed about $2,000. Central States International VP Dennis Skelton gave much needed help and support. International VP-at-large Diana Kilmury talked with workers on the picket line and attended a local fundraiser.

A network was set up between Local 916 and 18 other IBT locals with Overland terminals in their jurisdictions. Leaflets used at DP Cartage were faxed to all the other locals for use at their Overland terminals.

A rally of over 100 trade unionists, including workers from Decatur, Ill., was held at DP Cartage on Sept. 30. On Oct. 3 the picket line was extended to cover the Overland terminal at Indianapolis. All three shifts stayed out. Talks between the Teamsters and Overland began, but Overland soon broke them off.

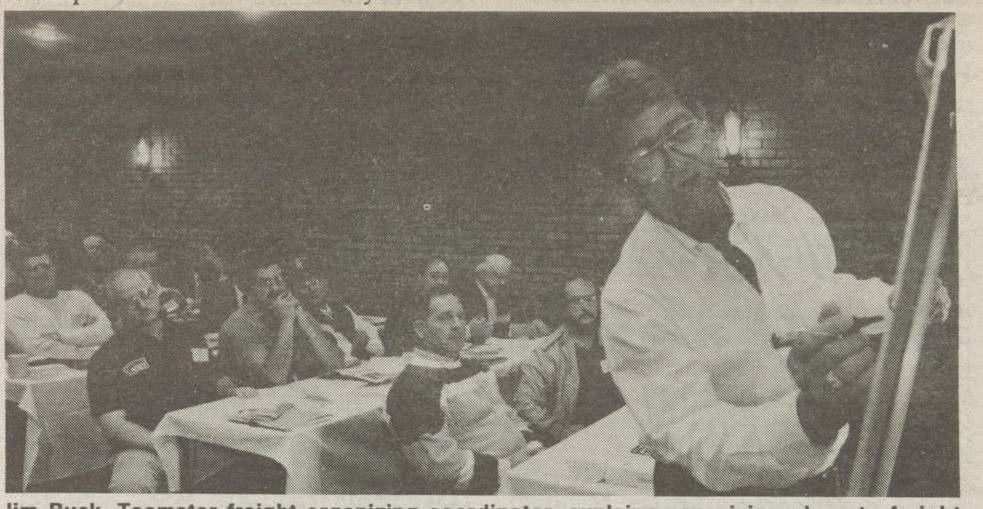
Strikers contacted Overland/DP Cartage customers asking them not to use the system. Within the first week and a half of picketing DP Cartage lost 70 percent of their business.

Strikers went on road trips to Detroit; Pittsburgh; Dayton, Ohio; Evansville, Ind.; Chicago; and Louisville, Ky., where two Ford plants—major customers of Overland—were leafleted.

Following the success of these trips more ambitious plans were made. As a first step, all road-team efforts were concentrated on Fort Wayne and Indianapolis. Pickets went up at the Overland breakbulk in Indianapolis at 8 p.m. on Oct. 27. All but a few Indianapolis workers honored the picket line. By midafternoon Overland had recontacted the IBT seeking to resolve the dispute.

For those of us under the National Master Freight Agreement, the organization of nonunion carriers is becoming increasingly more necessary. We are lucky to have such a strong, dedicated group from Overland to work with. The addition of new members such as these can signal the rebirth and revitalization of our great union.

Willie Smith (center) recently had his safety victory at Yellow Freight upheld by the U.S. Court of Appeals. Pictured (from left) are Dan Basham, George Saunders, Charlie Teas, Smith, attorney Arthur Fox, Ray Carpenter and Jeff Pierce. All are members of Local 413 except Fox.



Jim Buck, Teamster freight organizing coordinator, explains organizing plans to freight activists and leaders at the TDU Rank & File Convention.

Court of Appeals Affirms Victory

Columbus Driver Wins $165,000 in Safety Fight

Willie Smith first met attorney Arthur Fox at the 1989 TDU Convention in Pittsburgh, at the suggestion of Charlie Teas, secretary-treasurer of Columbus, Ohio, Local 413.

Smith had been fired by Yellow Freight for refusing to drive when tired and fatigued. He was ready to fight, and just needed the right advice on how to do that.

As a result, Willie Smith is back on the job at Yellow, and Yellow had to compensate him $165,000 in back pay, plus attorney fees. The decision in his favor by the Secretary of Labor was recently upheld by the U.S. Court of Appeals. Smith, road steward at Yellow, was not in the fight for the money. He was in it to stand up for safety on the highways, and the rights of drivers to put their lives ahead of profits.

The law Smith used to win was section 405 of the Surface Transporation Act, which is enforced by OSHA. This law, specifically to protect workers in the trucking industry who enforce safety regulations, was drafted by TDU attorney Arthur Fox in 1983.

Section 405 is one of the best legal protections we have to enforce safety rights, and more locals should follow the lead of Teas and other officers of Local 413 in making use of it.

As for Willie Smith, he's more involved in our union than ever. He is presently running for BA in Columbus.

Every Freight Teamster an Organizer

The freight strike drove into the consciousness of every freight Teamster a simple but important point: we organize or we die. We can all agree on that, but how do we do it?

In the past five years our union has organized a total of 258 freight Teamsters from the 23 companies (with 42,000 employees) that impact us the most. So we know for sure the methods of the past won't work. A big campaign at Overnite which disappears after a few months, such as was launched by former president Billy McCarthy, isn't the answer.

The IBT now is trying an entirely new approach, and it starts at the bottom. It starts without a target such as Overnite. It starts with involving freight Teamsters.

Ron Carey's goal is to "make every Teamster an organizer" in freight. On a practical level, freight organizing coordinator Jim Buck says we need to have 50 percent of our freight members fill out a card offering to help with organizing, and get ten percent actively involved on a committee.

That goal of ten percent means we would have over 10,000 volunteer organizers, freight Teamsters who can talk to other truck drivers. It's ambitious, but our survival is at stake.

Dozens of freight locals now have volunteer organizing committees. If yours does, we urge you to join it. Whether or not your local has an organizing committee, we urge you to immediately sign the volunteer card the International union is circulating. If your local is not circulating them, contact the IBT organizing department directly to get a supply of them. Get involved.

UNITED PARCEL SERVICE

Lawsuits Filed

DIAD Injuries Spread

In the early 1990s UPS converted from paper to electronic delivery records. Its global telecommunications network cost over $500 million. The centerpiece of the network is the package car driver's hand-held electronic board known as DIAD, which is short for Delivery Information Acquisition Device. UPS describes DIAD as "an information lightning rod."

The original DIAD is 11 inches by 14 inches and weighs about four pounds, with a heavy battery compartment on the top. Below the battery is an electronic signature pad. The bottom half of the DIAD is a keypad.

Drivers hold the DIAD near the bottom with both hands and make hundreds of keypad strokes each day *with their thumbs.* A January 1991 *Inside UPS* article entitled "Delivering DIAD" has a photo of a driver using DIAD this way, with a caption: "Rich is all thumbs when he works the DIAD, but that doesn't mean he's clumsy."

Although Rich isn't clumsy, the DIAD is. How many typewriters were designed to be held with both hands while striking keys with your thumbs? Worse, drivers nationwide are reporting serious injuries which they attribute to repetitive use of the DIAD board.

Lawsuits Filed

Package car drivers from Illinois, Ohio and Washington State have recently filed product liability lawsuits against the designers and manufacturers of DIAD, alleging that DIAD is unreasonably dangerous as designed and came without adequate instruction or warnings about how to reduce the risk of injury. These drivers have suffered serious injuries to their wrists, elbows and forearms, including carpal tunnel syndrome.

Drivers around the country have been trying to deal with the DIAD-injury issue in various ways. In Wisconsin, 40 package-car drivers at a two-center facility signed a petition requesting that UPS immediately stop using the original DIAD board because they believed that "use of the DIAD 1 is a MAJOR contributor to ... wrist, elbow and arm injuries." Thirty-two of the 40 drivers reported experiencing symptoms of these kinds of injuries. In California, Illinois and Wisconsin, drivers and their locals have filed OSHA/state agency complaints after a large number of drivers experienced wrist, elbow and arm injuries. Thus far, these efforts have not resulted in tangible benefits.

In 1993 UPS purchased DIAD II, a smaller and lighter two-hand board that UPS touts as having a "carrying handle and balanced weight distribution for easier, safer handling." However, DIAD 1 is still widely used, because, according to UPS, "DIAD 1 is a big investment." Profits over people, once again.

UPS has plans to purchase DIAD III, which rumor has it may look more like the one-hand machines that Federal Express and many other companies have been using for years.

Do Not Ignore Injuries

Package car drivers *should take very seriously any soreness in their wrists, elbows and arms. Do not* ignore these injuries. If you do, you risk severe, irreversible damage. Make sure you see a doctor who is capable of diagnosing and treating these kinds of repetitive stress injuries.

Convoy-Dispatch will keep you informed of developments. Please inform us of any DIAD-related issues in your area.

IBT Parcel and Small Package Director

Perrucci at TDU Convention

Parcel and Small Package Director Mario Perrucci addressed a packed meeting of UPSers at the TDU Convention. For one-and-a-half hours he presented an overview covering the status of pending arbitrations, interpretations of contract language and the future of the union's relations with the giant company. Some of the points covered include:

- **There is still no final agreement on the handling of over-70-pound packages.** While progress has been made on an ergonomic study and on discussion of mechanisms to provide that when over-70 volume reaches a certain point, on a center to center basis, new equipment (lift gates, etc.) could be added. A sticking point is still UPS' insistence that customer assistance be accepted.
  Perrucci went on to remind people that the temporary agreement is still in full force and UPSers are entitled to insist on bargaining unit help whenever confronted with an over-70-pound parcel.
- **Article 43.** Premium Services has already created 150 new feeder runs and jobs for 100 new "overnight brownshirts" with many more new jobs to be created in the future as the service grows. However, UPS cheating and outright contract violations on the article are widespread. Greater cooperation between the rank and file, the locals and the International are necessary to monitor and enforce UPS compliance. As always UPS will try "trickery and deceit" to circumvent their contractual obligations.
- Perrucci was optimistic about the **safety and health committees** now being created throughout UPS. Recent OSHA violations and fines have put pressure on UPS to make a good-faith effort to clean up its act. The UPS Safety Division seems serious about making these new committees work, but the real test will come when Operations again tries to overwhelm Safety as they have done in the past.
- **Innocent until proven guilty** is working well in some areas. As expected, UPS is trying to broaden the definitions of cardinal sins (defined in the supplements) and the union is resisting. "If it wasn't a cardinal sin before 1993 it isn't a cardinal sin now." One of the union's bargaining goals for 1997 will be national language on what is and is not a cardinal sin.

UPS Teamsters Need a Strong Strike Fund

Richard Butler
Local 637, UPS
Zanesville, Ohio

The proposed $2 per-member per-month dues increase for the National Strike Fund is getting negative comments from some UPS members. I've heard a number say, "Why should I support a dues increase for a strike fund when UPS will never be on strike?" It is true that there has not been a contract strike at UPS for about 18 years, and it seems that when there is talk of a UPS strike a federal judge or mediator steps in and tells us that we have to keep working. However, this does not mean there will never be a strike at UPS. Ron Carey proved on Feb. 7, 1994 that he will call a strike against UPS if needed.

When the UPS agreement expires in 1997, we will need a strong strike fund to continue to make progress in our new agreement. UPS will be offering many new services that they will not want interrupted by a national strike. The competition would make great gains on UPS if there was even talk of a strike in 1997. UPS will be forced to negotiate sooner and more seriously than ever before. This will only happen with a strong National Strike Fund in place.

Even if a strike is never called against UPS, we should support and vote for the $2 dues increase for the sake of all Teamsters. Many Teamsters do not make the money or have the benefits that we do at UPS. With a strong National Strike Fund they can make great strides in getting better contracts. Many new agreements could be patterned after the UPS agreement. The only reason we have the contract that we now have is that for years our agreement was patterned after other Teamster contracts. More than ever we need solidarity among the members of this great union.

The $2 per-member per-month increase would cost less than seven cents per day. This is a cheap price to pay for protection for members and their families when strikes become necessary.

If your local does not support the dues increase, insist that they do. Write to the International and let them know that you support the increase. Be sure to vote for the increase when the opportunity comes. Don't send our negotiating committees to the bargaining table without the strength of a strong National Strike Fund behind them.

UPS & Downs

Union Recognition Strike in Kansas City.

Approximately 250 office employees of UPS's Kansas City facilities struck for union recognition on Nov. 1. The clerical workers, including customer service, delivery information, billing, and accounting departments, demanded their right to be represented by Teamster Local 41.

In a predictable manner UPS refused to acknowledge the interests of these workers. UPS's campaign of threats and intimidation, in response to this two-month organizing drive, has been accompanied by a propaganda campaign and numerous unfair labor practices that have strengthened the solidarity of the office employees and the 2,000 drivers and part-time employees who supported their strike 100 percent. As *Convoy Dispatch* goes to press, UPS continues to stonewall.

Stop, Water Thief!

A Ventura, Calif., UPS manager hid out in tall weeds, like a snake, to see just how many employees he could fire. During his all night vigil he caught three individuals, all with over ten years seniority, using UPS water to wash their personal cars on their own time. The three were fired for "using company equipment on company property, for personal use." Fired for stealing UPS' water? Yep! The fact that members of management have been seen washing their own personal cars seems to bother management not a bit.

CARHAUL NEWS

Carhaulers Prepare For Contract Negotiations

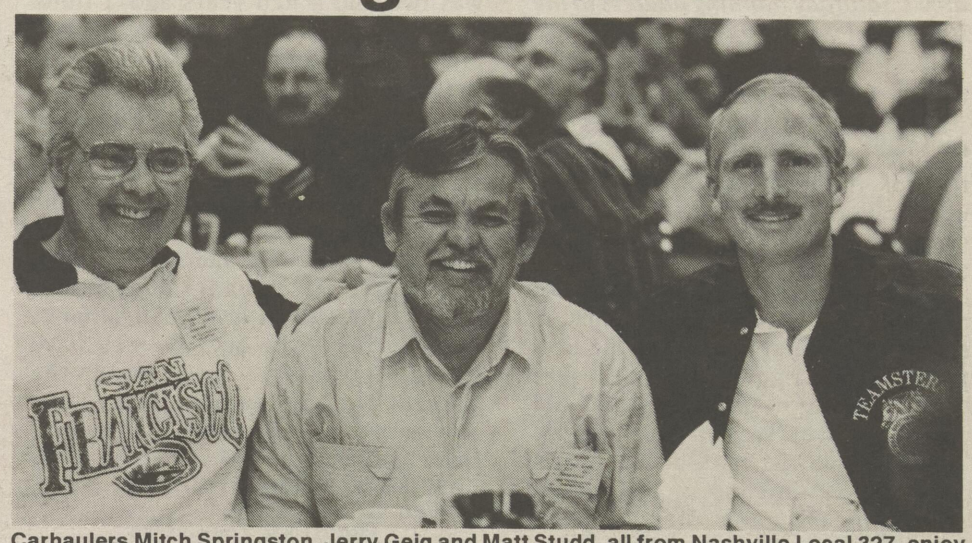
Carhaulers attending the TDU Convention came armed with resolve to ready themselves for the upcoming contract negotiations, which will start as early as next month. The contract expires May 21, 1995.

At the Carhaulers Coordinating Committee meeting at the TDU convention, carhaul activists, stewards and leaders from coast to coast were present. IBT Vice President Ken Mee and officers from locals representing carhaulers listened to the concerns of rank and file activists. Mee pointed out the successes in the last contract campaign when the solidarity of rank and file carhaulers and the corporate campaign against Ryder won significant gains against double breasting.

Jerry Gieg, Matt Studd and Doug Fann from Nashville Local 327 put together an ambitious list of proposals targeting articles that need changes. They took the best conditions from the different area agreements in an attempt to consolidate them into one contract covering every member throughout the U.S. Admittedly, this has its problems and sparked discussion and healthy debate.

Besides elimination of confusing contract language, simplifying the pay structure and putting a stop to whipsawing, other major concerns were discussed:

- **Strengthening work preservation language.** We won a major victory against double breasting, but more needs to be done to protect yard workers and others.
- **Streamlining the grievance machinery.** "Slow justice is no justice." Eliminate the number of steps in the grievance process and restructure area and national panels to create easier access by members and speed up decisions.
- **Slip-seating.** Stop night deliveries altogether or provide strong language that protects drivers from injuries due to unsafe conditions such as improper lighting, robberies, and possible fatal injuries that could be avoided if a yard man or security guard were on the site while the driver is loading or unloading. Protect drivers from disciplinary action due to theft or damage to cars during night deliveries.
- **Stop locals from cutting side deals that undermine the contract.**
- **Improve health & welfare and pension benefits.** Weekend bank and H&W paid on hourly basis.



Carhaulers Mitch Springston, Jerry Geig and Matt Studd, all from Nashville Local 327, enjoy the TDU Convention.

The corporations learn fast. They felt the sting of our solidarity last contract. They watched and learned from the union's campaign during UPS and freight negotiations. They will not be caught off guard this time. They will use the depleted strike fund against us and whatever help they can get from old guard officials in our union. We cannot and will not tolerate political opportunism undermining our negotiations.

Information and Mobilization Key

Information and mobilization will be key to winning a good contract. The IBT and TDU can be counted on to get the word out to carhaulers. However, networking is a two-way street and unless members communicate and attend union meetings our whole bargaining position is weakened. We have a union leadership that is willing to lead: it's up to us to reach every member with our message of protecting and strengthening our contract. Teamsters interested in supporting the struggle can begin by joining TDU.

Ryder's Shell Game Challenged in Flint

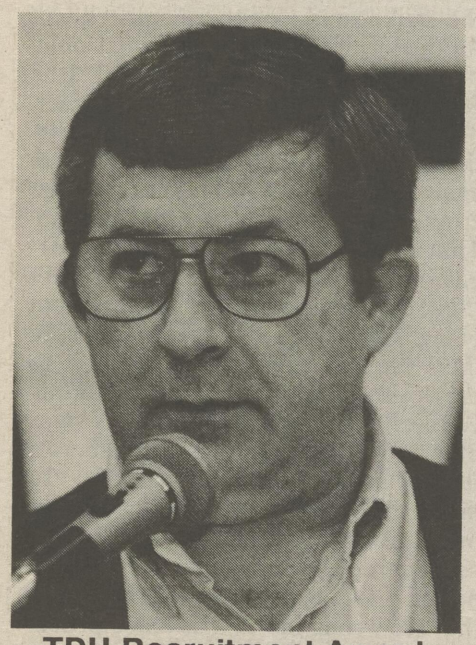
The major carhaul companies have recently been bidding for work through subsidiaries that exist largely on paper. Ryder Systems, for example, bids for work through a relatively new subsidiary called Ryder Freight Brokers. Ryder then assigns the work to whatever subsidiary best suits its purposes.

A lawsuit filed in federal court in Flint, Mich., by TDU attorney Barbara Harvey challenges Ryder's transfer of all the yard work that was historically done by Complete at GM's truck and bus yard in Flint to Transport Support Inc. (TSI). According to Flint Local 332 president Howard Molpus, Ryder did not inform Local 332 that TSI was **not** awarded the yard work by GM, that Ryder's bid for the work was submitted by Ryder Freight Brokers, or that TSI and Complete did not bid for the work.

Ryder offered to permit the Complete yard workers to continue to do their work as employees of TSI, but they were endtailed onto an existing TSI seniority list of yard workers at GM's Buick City in Flint. The plaintiff in the lawsuit, Robert Williams, was forced to give up 33 years of seniority for the "right" to continue doing the work he had been doing, in the same yard that he had been doing it in. The lawsuit claims that Molpus tricked the Central-Southern JAC into approving the endtail by telling the committee that the Complete drivers had approved it. They had not. Only the TSI yard workers were allowed to vote on the endtail. Coincidentally, Molpus's son is one of the TSI yard workers who benefited from this deal.

The lawsuit argues that Ryder's Automotive Carrier Division is really a single employer. If Ryder's carhaul operation is so tightly integrated that Ryder bids for work through one subsidiary and the winning subsidiary then gives up its winning bid to a sister subsidiary, taking the work away from the subsidiary that has historically handled it, then Ryder's carhaul division is also sufficiently integrated to be legally accountable as a single employer.

The practice challenged in this lawsuit must be stopped. It makes it easier for carhaul companies to transfer work away from union subsidiaries to double-breasted, nonunion subsidiaries, or to subcontract. In the Flint case, Ryder received the added bonus of endtailing high seniority yard workers below workers having only two or three years seniority.



TDU Recruitment Award

Chuck Crawley, Nations Way driver from Houston Local 988, was presented a plaque at the TDU Rank & File Convention honoring him as top TDU recruiter for 1994.The Houston TDU Chapter was also awarded best chapter recruitment. Congratulations to Chuck and to Houston!

Good Start on Carhaul Grievance Panel Reform

George Beam
Local 651, NuCar Carriers
Georgetown, Ky.

As one who has complained about carhaul grievance panels, I am happy to report that reform has started.

Seniority rights, benefits, and job protection are the results of both the Central-Southern and National Panels starting to function as they should, under carhaul director Ron Owens.

The Central-Southern panel made a decision on the fate of Teamsters at the Nissan Plant in Smyrna, Tenn., when Allied Systems recently lost all of its work to Ryder/CCI and Cassens. The decision, which was published prior to the effective date, allowed the Allied drivers to follow their work to CCI and Cassens based on the percentage of the work picked up by each carrier. The major flaw, which can still be addressed, was the mechanics' rights as their work is sublet or done by nonunion personnel.

This is a big change from the past in Smyrna. When Coltrans and NuCar Carriers lost work to three companies and the railroad, none of the drivers were given a chance to follow their work to the successor companies. They lost their seniority and then some were hand picked and put on as new hires.

The National Panel also met and came up with a formula to staff Active Transportation at Georgetown, Ky., based on following the work. This was difficult because Active Transportation was buying the other divisions of Jupiter Transportation at the same time and bringing K.A.T., Dallas & Mavis, Provincial American, and Safety Carriers together under one name. Active Transportation was awarded part of the traffic formerly hauled by NuCar Carriers (Leaseway) and short-railed traffic from the West Coast that formerly went to Baltimore by rail and hauled by KAT.

This formula allocated the work based on the number of drivers affected at Baltimore Local 557 and at Georgetown Local 651. This was also published in a timely manner, allowing drivers to see and understand their rights before they have to make a decision on what to do to keep a job.

Both of these decisions point to a new attitude towards employees' rights. Now, speeding up decisions on the rest of the cases would be a logical next step.

Carey Launches Fight For '96

(Here are extended excerpts from Ron Carey's Saturday morning address to the 19th annual TDU Convention.)

It's so good to see so many friends here this morning, folks that have travelled around with me during the campaign, real good friends, friends that have that burning fire inside about moving this union forward.

On Organizing

... As you know this organizing program that we have in the Teamsters union had to be rebuilt from the bottom up. When I got there, there were about three or four organizers, old friends, relatives. We had to change the structure from the bottom up. It was about the very lifeline of this union. Organizing. Organize them on contracts. Organize them on strike situations. Organize them on legislation. That's what this union is about. It is about the members. Every single thing that we do is about the members. We've got to develop new ideas, new approaches. We have to think about what will happen in 1998 when the new freight agreement comes up. One of the critical pieces of this is that there hasn't been any real organizing in the freight industry. So that has been extremely vital to us.

I also met with the cannery council out [in California]. Some of those folks are here today. And that council, which represents thousands of Teamsters in the food processing division, really has had very little direction. Part of that is my responsibility and so we're grabbing the bull by the horns. We set up special programs for those locals who want to develop new concepts. For those that want to look at the collective bargaining process and how it can work more effectively for them. And most importantly, how to get the members involved.

That night I swore in the officers of a new joint council in California. It was formed by seven local unions, and the existing joint council president where the locals were taken from was in court the very same day that I was to swear them in. The federal judge said, "Democracy. If seven local unions want to go to a new joint council, indeed that is democracy," and threw out Joint Council 42's request to have them remain.

When you eliminate all the perks, the outrageous salaries that [the old] joint council officers pay themselves ... What they will be doing in this new joint council is hiring a new organizer and paying only half [in joint council per capita dues] of what they originally paid. That means that money is continually flowing into the locals. You're beginning to get the kind of thing that should be happening in many joint councils throughout the country.

So that's what I've been doing for the past couple of days. And what we are always looking to do – find new ways, new tactics, new ideas. ... Deal with the 21st century with 21st century ideas. Involving the membership. That is the key. Involve them in everything. A wealth of talent is out there. ***Make every Teamster an organizer.***

If you look back where this union was two and a half years ago, I think you all have to agree that we all had great expectations. But we made an amazing amount of progress. And that's something that certainly the members of TDU can be very proud of. You've been out there on the front lines. You've been the organizers in the shops, and in the barns, and in the meetings. As I walk around the room and people say, "Thanks a lot, Ron," no, it's not thanks a lot Ron, it's thanks a lot for all of the activists who have worked so hard to bring about the changes that are coming here. I am only carrying a portion of that weight. Each and every one of you are responsible for the progress that we've made.

'The Royal Teamsters'

We knew it would be a long fight, no doubt about that. A fight that could not be won in two years or even five years. There are a lot of employers, a lot of union officials, and especially the Royal Teamsters who want to reverse everything that we've done. They want to go back to the past, no question about that. We've got folks out there campaigning, saying, "Oh yes, we're bringing the conferences back. Yes sir." They want to bring back the area conferences, and they want to live the life of Riley at this membership's expense. They want to go back to the family business. They want the approach where the only qualification for office is whether or not you have a "junior" after your name. We're not going back to the days of the backroom, sweetheart deals with employers. No, no, we're not going back to the past. We're going forward.

We're going to continue to spend those dues dollars on contract bulletins, steward training. For example there's a video that will be shown today, it's called "Turn it Around." It's a stewards training video. That's the kind of thing that is important. Training our members. So we've got to continue on that track. Even though I take the hits for things like corporate campaigns. I take the hits about sending bulletins out to the members. Think about that. Don't keep them abreast of information. Let the company tell them what's what. Don't bring them up to date, don't train them, keep them out of grievance procedures, don't give them the tools to get the job done. And when they fail and when they vote for contracts they shouldn't be voting for we can blame them. The Royal Teamsters, they don't want us to be spending our money in that direction; education, research, bulletins.

The tragedy about that is that during the UPS negotiations and the freight negotiations I visited some local unions and I found the bulletins [stored in closets]. Members did not know what was going on. And what's the first reaction? They put the union down. They listened to management. There's no information out there. Well we're going to keep publishing the member's views, keep publishing the bulletins, keeping the members up to date. We're going to keep fighting for good grievance

reform, health benefits, and better pensions.

When the General Executive Board and myself took office we tried to reach out to union officers who didn't support us in 1991. Many of them took the olive branch, and they're working with us today. But there are others who took the olive branch and shoved it you know where. They undermined the safety strike at UPS. They hid behind an injunction. What would labor be today if every time corporate America said "you're in violation of the law," we surrendered? You wouldn't have a labor movement in this country!

Some of them undermined the freight strike. They refused to put the bulletins out there. They even started telling the news media that they expected the members to cross the picket lines. Some members got no information from us because the local didn't give it. ... And certainly if it's not going to be done on the local level, then who's going to do it? (we are) ...

Cleaning Up the Party

... Step by step we're cleaning up the party they had. We've cut the salaries of new officers and staff, we've cut travel expenses and free lunch. And if any of you see me get off the plane, you will notice I'm not the first guy off, I'm in coach where I belong. We've changed how dollars are spent. They're spent to help locals. They're spent to develop new programs. They're spent on a new Ethical Practices Committee. They're spent on trusteeships. There's about 30 trusteeships that we have instituted. And we've taken on some of the tough ones We've taken on 15 locals in New York City alone. We've expanded our organizing program. And everything I'm talking about costs more money. You know I've reduced my salary. You know we've taken away the perks. If you come to the International today you have to buy your own lunch. And that's right as well. Don't you folks buy your own lunch?

I just received the figures, the latest figures that show that for the month of August of this year, the International payroll was no more than what it was in August of 1991. And yet we're doing corporate campaigns. And yet we have more education programs. It means we now hire people for less and we don't pay those kinds of salaries. The money is being spent on the members. The money is being spent to win them better contracts. So we've shifted the money to benefit the members.

[The Royal Teamsters] are even opposed to rebuilding a national strike fund. In February of this year they distributed leaflets which said it would cost the member $2 per month for strike benefits that were voted in at the convention of 1991. And they said they weren't upset with that. We're going around the country talking to union officers, asking them to sign on for a $2 strike fund that is totally dedicated to the strike fund, for the members, not for the locals, not for the International, but just for the members. Well, [the Royal Teamsters] won't sign on. In fact, one individual said in a newspaper article, "I'm not against a strike fund. I'm against Ron Carey." This was a joint council president out of Michigan. That's playing politics with our bargaining power. Because if you don't think that not having a strike fund, not being able to go out there and take them on, isn't offering an incentive to employers to take us on, you're kidding yourself. The strike fund acts as a deterrent. It also gives our members a feeling of some financial security. In my opinion, those that are against building a strong strike fund so that we can win decent contracts, we can get better pensions, we can fix the things that are wrong in our grievance procedures, have simply declared war on this membership.

Heading For 1996

So I say, Ron, the olive branch hasn't worked buddy, get out that two-by-four, and you can bet I am. And now

contined on page 7

TDU RANK & FILE CONVENTION

Convention Launches Campaign

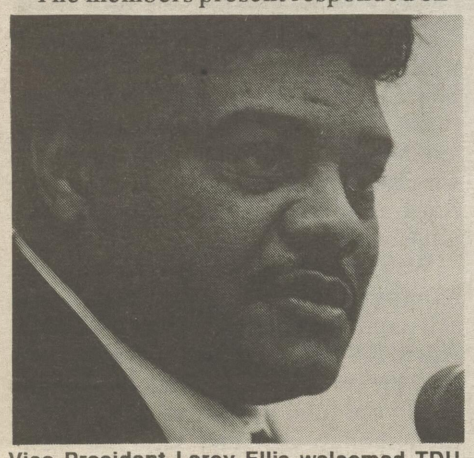
Forward to '96!

Over 500 Teamster activists and leaders met near Chicago on Oct. 28-30 at the 19th annual TDU Rank & File Convention to shape the future of our union. The convention launched the battle for 1996 and beyond.

Ron Carey told the packed hall, who interrupted him with standing ovations several times, "You've worked hard for reform for many, many years but you're going to have to work even harder over the next two and half."

The members present responded enthusiastically, and spent part of the weekend discussing how to take on and beat the old guard officials who want to get back into the Teamster marble palace.

TDU Organizer Ken Paff reminded us that five years ago the 1989 TDU Convention launched the winning campaign of 1991 that wrote a good dose of democracy into the IBT Constitution. This convention was the launching pad for 1996.



Vice President Leroy Ellis welcomed TDU members to the Chicago area.

Outreach and Education

We're not talking about an ordinary campaign, but one that starts with outreach and education. TDU will work in the next year to reach out to Teamsters across North America, in all the shops and locals, to get involved and take possession of our union. Many of them don't care a bit about union politics, but they do care about their jobs, their pensions, their family's security. And that's where we start.

TDU is about more than a campaign, it's about a vision. That was discussed too, about building a union that's democratic, that involves the members at all levels, and is a strong and growing force.

TDU is about education. At some 30 workshops held during the weekend, Teamsters learned from leaders, from experts, and from each other what it takes to do the job. Now we intend to take that education process on the road, to hundreds of thousands of Teamsters.

Leadership Elected

The Convention is the highest body of TDU. Those present elected a new TDU International Steering Committee (see box page 2) to lead TDU in the next year, and adopted a resolution on our direction (see page 12).

The convention showed how the TDU movement has changed. At one time only rank and file activists would be in attendance. This time there were numerous local and International officers. This new leadership brings crucial experience and depth to our movement. But TDU remains fundamentally a rank and file movement aiming at nothing less than the revitalization of the Teamsters union and the whole labor movement.

If you support our goals, we invite you to become part of the solution by joining us. The cost is just $35, and the application is on the back page. Do it today!

Members Pledge $53,000 to Kick Off

TDU Launches Fund Drive

Many of the over 500 people at the TDU Convention donated and pledged a total of nearly $53,000 to kick off a crucial fund drive, aimed at building TDU and winning the 1996 delegate and officer elections.

$42,454 was donated or pledged during the Saturday evening program, a program that was interrupted by dancing dinosaurs, representing the old guard trying hard to make a comeback. An additional $10,100 was contributed on Friday evening during a meeting of Teamster officers for a special fund to unify reform officers and help bring resources to newly elected officers. The TDU spouse network contributed $1,700 from sales of a TDU cookbook, with money continuing to come in.

This was on top of the $14,000 donated in August and September through our financial appeal to the TDU membership.

This fundraising is just a start, however. Our goal is to *double that figure* now by raising an additional $50,000 in donations from Teamsters who care about this movement, and about securing victory in 1996.

Recruitment Drive

In addition, we are launching a recruitment drive to add new TDU members and to bring in additional income to support our movement. TDU memberships are the number one source of revenue for TDU.

TDU organizer Ken Paff pointed out to the convention that the Real Teamster Caucus held a convention in Chicago also, but with a big difference. "Every single person at that caucus came to it on the union tab, bought and paid for. You came here on your own commitment. That's why they can't beat us, because they have the money, but we have the people, we have the movement," Paff noted.

TDU activists proved that statement right when hundreds of members donated sums from $10 to $2000, the most common amount being $200, after paying the expense of travel and registration costs at the convention.

The convention reviewed and approved the financial report earlier, and heard that TDU staff salaries have not been increased in four years, and remain at just $20,000. The report noted that our increased successes bring new responsibilities, and we need to expand our staff and our resources. And the fast-approaching campaign of 1995-1996 makes that situation all the more urgent.

Members at the convention pledged and donated financial support to remove and keep dinosaurs out of our union.

Carey Speech to Convention

continued from page 6

comes the stuff that you do best, comes the stuff that ignites. And I have to tell you, I walked in the door and I could immediately feel the electricity. You've worked hard over the years to fight for reform. Many, many years but you're going to work have work even harder over the next two and a half, and that's not something that frightens anybody in this room. There are local elections this fall. There are local elections next year. There are elections in 1996. There are elections next year for the delegates. Delegates to the 1996 convention which will have the power either to make our constitution more democratic, more meaningful, or to tear it apart and completely reverse it. In 1996, the membership will have another chance to vote for the top leadership.

The Royal Teamsters are out there. They're organizing to take this union back. You see it all over the place. In fact, they're trying to do it with your dues money. I mean can you imagine this? They are trying to do it with your dues money. They will finance the next campaign [with your dues] and then have the nerve to say the Royal Teamster Caucus is not a political organization. They want to go back to the past. And we cannot and we will not let that happen.

We're going to have to organize twice as hard as they do. Well, that won't be a problem. We'll have to do that every day on the job. We'll have to do it at every local union meeting. Anywhere where we can talk to Teamsters about what's happening in their union, we will be there. And brothers and sisters, we're going to beat them again.

This is a fight about our families. It's a fight about our communities. We're fighting for good secure jobs. We're fighting for our future and wherever I go talk about our children's future, our grandchildren's future. We're fighting for working people all over this country. We've made history. Brothers and sisters, we did it by sticking together. And we're going to continue to stick together in making history in the future and keeping this union right on track.

BE A TDU BUILDER

Join those who pledged and donated $53,000 at the TDU Rank & File Convention to build our movement. If you send in $200 or more, or pledge $20 per month for one year, you'll be honored as a TDU Builder and receive a special lapel pin in recognition.

____ I'll pledge $20 per month, or $_____ per month, for one year.
Send me a monthly reminder.

I'll make a special donation of
❑ $20 ❑ $30 ❑ $50 ❑ $100 ❑ $200 ❑ other $_____

Name _____ Local _____

Address _____

City _____ State _____ Zip _____

Please make your check payable to TDU. Donations are not tax deductible.
No contributions accepted from employers or union funds.

❑ I wish to remain anonymous. ❑ You may print my name as a donor.

Mail to: TDU, Box 10128, Detroit, Mich. 48210

PENSION NEWS

$14 Million per Year Saved

Multiple Pensions Frozen

The General Executive Board (GEB) voted at its Oct. 31 meeting to freeze the Teamsters Affiliates Pension Plan, effective at the end of December 1994. TDU has long called for an end to multiple pensions and salaries for union officials, believing that they should have the same number of pensions as working Teamsters – one.

The Affiliates Plan covers officials and staff of locals and joint councils (zero rank and file Teamsters are in this plan) and provides a multiple pension for over 98 percent of its participants, a study by the Carey administration proved.

The GEB's action means that all participants in the plan will get full credit for all years up till now, but will not accrue further pension credits. It will also save the International union an estimated $14 million per year.

International Vice President Bill Urman told us that, "Besides being important for our union's finances, this is a positive reform. The membership who are paying the freight get one pension, or in some cases not even that. In taking this action, we delivered on a campaign pledge to end special perks and return this union to the members."

The motion to freeze the Affiliates Plan was adopted overwhelmingly, with only two supporters of the Real Teamster Caucus not voting for it. The Real Teamster Caucus spares no opportunity to complain about the International spending too much money, but when the GEB decides to cut $14 million in fat they can't bear to part with their multiple pensions.

Holding Back the Thaw

But the decision to stop funding multiple pensions from the International doesn't necessarily put an end to the entire practice. That which is frozen can be thawed out and restored. The decision to continue paying into the Affiliates Plan now goes to the local union level where it may become a hot political issue.

Any local can decide to continue it, by paying in from the local union treasury. The expected cost for doing so is roughly $4,500 per-employee per-year. No small change for a second or third pension for every full-time official, BA, and staffer.

The option for locals to pay into the fund raises many new interesting questions. Will the decision to pay be put to a membership vote? Where will the money come from? What other local services will be compromised to pay for fat cat pensions?

But the main way the old guard will try to bring back multiple pensions is the 1996 IBT Convention and election. R.V. Durham, Jimmy Junior, Billy Hogan Jr., and Mike Riley are calling for bringing back this multiple pension plan for themselves and their friends.

The final decision will rest with the rank and file Teamster. Membership mobilization will be the key. Teamster members will have to turn out for union meetings, leaflet, start petition drives, spread the word in order to keep the Affiliates Plan frozen and to keep the old guard out in 1996. Do we want our local union funds going to pay for multiple pensions? Do we want the largest item in the IBT budget to be a multiple pension for officials, or should it be organizing to build our union?

Rank & File, Joint Councils, Ron Carey ...

Pressure Mounts on Central States Trustees

Anger over the unfair and restrictive new rules on self contributions to the Central States Pension Plan continues to mount, but the unelected union trustees continue to stonewall.

Ohio TDUers have written the pension fund trustees and included petitions signed by 10,000 Teamster supporters. They believe the rules should be made less restrictive, not more.

On Oct. 5, responding to the members' outrage, Ron Carey took a strong stand on the issue, writing to the trustees that it "is simply a matter of fairness. You cannot say to a member who has paid in the past to make up for lost pension credits that their contribution does not count for the new benefits now. It's not right to change the rules in the middle of the game." Carey also noted that correcting this problem is only one of many things necessary to improve pension and health and welfare benefits for Teamsters.

In response to this concern over the unfair new rule which prevents members under the top benefit class from "buying credits" for time they were sick or laid off, Central States Fund Director Ron Kubalanza wrote nothing but insults to Carey. He accused him of being pressured by TDU. He goes on to insult those who have planned their retirement based on the long established practice of "buying time" to qualify for the new benefits, by claiming they're only trying to cash in on a "windfall."

Kubalanza is paid over $263,000 per year to work in the best interests of the participants in the pension and health and welfare funds. Some windfall.

In fact this issue is widely supported by Teamsters of different views. Even some joint council leaders have taken a strong stand. Lon Fields of JC 94 in Kentucky shot back to Kubalanza, "If you are going to attack anyone for that letter it should be myself and a lot of other principal officers who asked Mr. Carey to intervene, and you should stay the hell out of union politics." Charles Gauwitz, president of Illinois JC 65 wrote a similar letter of protest.

Kubalanza and the old guard union trustees – who all get multiple pensions – still refuse to budge. They've put out a five-page statement about the "financial integrity of the plan" with no mention at all of the financial integrity of Teamster members.

History tells us that before the next IBT elections they will find a way to undo this rule, if we keep the heat on. And we intend to do just that.

Self Contributions

Trustee Misinforms Membership

Richard Crawford
Local 20, Roadway
Toledo

Harold Leu's name is on the tongues of a lot of Ohio Teamsters these days. Why is this? Because on May 8, 1994, in front of more than 500 Teamsters, Harold Leu misinformed Local 20's membership about the new pension rules in the Central States Pension Fund.

Local 20 president Les Singer called a meeting of freight members on May 8 to make known all of the changes to the NMFA through negotiations. At this meeting of a little over 500 members, Leu was asked to read us the changes in the pension benefits. Leu is a pension fund union trustee.

After reading and explaining the changes in the benefits being negotiated into the new contract, Leu asked if there were any questions he may be able to answer. One of several questions was, "Is it a fact that the pension fund trustees are saying that anyone who bought lost time toward their pension would not be able to use this time toward the new benefit program?" Leu, a union trustee of the pension fund, told Local 20 members that while anyone buying time after April 1994 for the earlier period would have trouble getting the new benefits, those who had bought time before April would still qualify for the increased benefits with no problem. Remember this is a trustee of the fund saying this, a man who should be in the know, and who surely had discussions with the fund administrators about this very issue.

Well, as we found out a couple of months later, this was not the case. No self contributions for periods before April 1994 are being counted toward the new benefits. And when our people called the fund to ask about refunding their money, the fund said "no way." How many thousands of members paid hundreds and thousands of hard earned dollars with the expectation of getting the best benefits available only to have the door slammed in their face?

When we heard from Leu we figured we were getting accurate information straight from the horse's mouth. Turns out we were hearing from some other part of the horse. I see this as a terrible injustice to all Teamster members and I feel very strongly that Harold Leu and any other trustee that does not support all members buying back lost time (time lost through no fault of their own) should be pulled out of the position of trustee and an honest, for-the-member type individual be put in his place.

Who Will Choose Pension Trustees?

While the unelected union trustees of the Central States Pension Fund stonewall the legitimate concerns of members and officers, they are also busy making sure they keep control of the fund.

They have circulated to local unions a detailed procedure on how union trustees will be selected in the future: one Teamster official from each state will do the choosing.

The people who came up with this bright idea are the current union trustees: Ray Cash, Jerry Cook, Harold Leu, and Joe Orrie. All four are retired old guard officials. Two of them – Cook and Leu – ran on the R.V. Durham Millionaire Slate in 1991 and were rejected by the members.

We have a different idea to suggest: how about a procedure which appoints the elected IBT vice presidents from the Central and Southern regions as our pension fund trustees? This simple procedure would put a measure of democratic control and accountability in the hands of Teamster members. And it would not require any extra elections or cost.

If members have other procedures to suggest, we'd be happy to hear them. We don't understand why the current unelected trustees should be deciding how future pension trustees will be chosen. They're the last people on our list.

INSIDE OUR UNION

Members Demand an End to Rip Off

Hundreds of Thousands of Dues Money Siphoned to Election Fund

They want ***your*** money, to fund ***their*** election, to take ***your*** rights away. And we're out to stop them from doing it.

They are the "Real Teamster Caucus," more accurately called the Royal Teamsters. They are R.V. Durham, Billy Hogan Jr., Mike Riley, Chuck Mack, Anthony Rumore and their friends.

They are taking dues money out of joint council treasuries to fund their own private caucus—to fund their election campaign. Northern California JC 7 has committed over $40,000 this year. Southern California JC 42 has pledged $20,000. So has New York JC 16. Ohio JC 41 and the Ohio Conference have put up $5,000 apiece. Connecticut JC 64, New England JC 10, Chicago JC 25, Washington JC 28 and others are also raiding the treasury.

None of these joint councils can afford to hire any organizers to build our union. But they can all afford to pay for the Real Teamster Caucus. It's a matter of priorities.

TDU organizer Ken Paff announced to the recent TDU convention that action must be taken to stop it. "We've decided to shut that tap off, and soon a suit will be filed in federal court, arguing that it is a violation of the fiduciary duty of a union officer to dirvert union funds to the Real Teamster Caucus." Paff went on to explain that TDU has no objection to the millionaire officials having their own caucus, just as rank and file Teamsters formed TDU, but they should not be taking union funds to bankroll it.

In Northern California, the members of three locals so far have voted to oppose the treasury raid by Joint Council president Chuck Mack: locals 490, 216 and 315.

Even a number of old guard officials agree on this issue. Over 40 percent of local officials in New York City voted against the motion to fund the Royal Teamsters at the November Joint Council 16 meeting. Some noted that whatever the criticisms of Carey they might have, the joint council should not be a partisan body. Some noted that money could be better spent on organizing.

The leadership of that joint council (Anthony Rumore, who moved up when his dad was removed from the union for membership in the mafia) refused to record their votes on this to keep the rank and file from finding out who voted to expend union funds for their royal club.

Royal Teamsters such as Chuck Mack try to justify the raid by claiming that since the bylaws of the Real Teamster Caucus say it is not campaigning against Carey, it must be true. This is like saying since the IBT Constitution says officials should not be corrupt, there could never be any corruption inside the Teamsters! After all, it's written right in the book!

The facts are quite different. We have "strategy memos" from the staff of their caucus stating that their goal is to remove Carey from office, with a plan to accomplish it. And we have dozens of editions of their newspaper, *The Real Teamster*, which are devoted to a constant attack on Ron Carey and his supporters.

Members will take the issue to court, and even more importantly, we will take the issue to the rank and file. Every member of this union needs to know just who is ripping us off to fund their election campaign. And that is not just any election campaign. Remember, these are the people who are committed to taking away your Right to Vote. They say you should not have the right to elect delegates to the IBT Convention. They say multiple pensions must be restored. They say the area conferences, which existed to provide multiple salaries, must be restored.

Our job is to take this message to every Teamster. If rank and file Teamsters understand just who is taking the union treasury for their own personal gain, then the Royal Teamsters will be put out of their castle.

1996 Election Schedule Set

Election Officer Lays Plans

Court-appointed Election Officer Amy Gladstein has set initial guidelines for the 1995-1996 Teamsters union delegate elections and 1996 IBT officer election. The plans closely track what was done in the 1991 election, but with some important modifications.

Gladstein laid out the schedule and plans, and took questions, at the TDU Convention on Oct. 28 to an interested audience of Teamsters, most of whom will be running for delegate or actively involved in the election.

- The Proposed Rules for the election will be published in mid-December and hearings for Teamster members will be held during January and February in Boston, Atlanta, St. Louis, New York, Minneapolis, Chicago, San Francisco, Los Angeles, Detroit and Toronto. The schedule is published in the December *Teamster* magazine.
  In the 1991 election period, TDU was instrumental in testifying on many aspects of the rules and a number of our suggestions were incorporated. In addition, an appeal to the federal court by TDU led to access to the IBT membership list (for phone banking purposes, etc.) for accredited candidates.
- The Election Officer will ask the federal court to order mail ballot elections in every delegate election, and in the IBT officer election. This is in line with a recommendation of former EO Michael Holland.
- The Election Officer is going to propose a method of allowing a certain amount of access to employers' property, where it is necessary to reach Teamster employees. This is important because last year the U.S. Supreme Court made an anti-labor decision on such access.
- The Election Officer reported to the convention that because the rules are not yet in effect, no election protests can be filed with her. But in response to questions concerning campaigning against Carey by the "Real (Royal) Teamster Caucus," and the funding of that caucus with union money, she stated that all candidates, groups and members are bound by the Teamster constitution and federal law, and protests filed later will be allowed to cover the period before the rules came into effect.

Election Officer Amy Gladstein addressing members at TDU Convention.

Ohio Local 836 in Trusteeship

Blank Check, Van with TV, Stray Ballots

In early November Teamster president Ron Carey placed Middletown, Ohio, Local 836 into temporary trusteeship to "clean up corruption and mismanagement," according to the IBT. Instead of complying, former president Carl Bray locked himself in the office; he finally vacated when the IBT-appointed trustee, Bob Wenger, showed up with a court order.

Among the things Wenger discovered upon entering the union hall were:

- a check payable to former president Bray, signed and dated, but the amount was left blank;
- a $30,000 luxury van with a TV, used by Bray and his wife and recently seen towing their boat;
- 23 election ballots in Bray's safe, while an election was in progress in the local.

Earlier the local union leadership had caused the regional tankhaul agreement to be "ratified" by including many bogus voters who were not eligible in the ratification vote. Bray was an officer of Joint Council 41 as well as head of the local union.

A hearing will be scheduled to determine if the trusteeship should continue.

New, Updated Version Now Available!

The Legal Rights of Union Stewards

A comprehensive explanation of the rights of union stewards, officers and business agents. Written in an easy-to-read, question-and-answer format by attorney Robert Schwartz. Topics include the right to information, duty of fair representation, Weingarten rights, and protecting the grievance process.

New release is expanded and fully updated. A vital resource for stewards and activists.

Price: $9.95 each (postage and handling included).

Please send me _____ copies.

Amount enclosed $_____

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Send to: TDU, Box 10128, Detroit, Mich. 48210

ELECTION NEWS

continued from page 1

tions. Jerry Cook had set up a walk-in election over several days, and then arranged with employers to bus in voters on the clock. The General Executive Board found that the discriminatory manner in which this was done with certain employers constituted an illegal employer contribution to the incumbents.

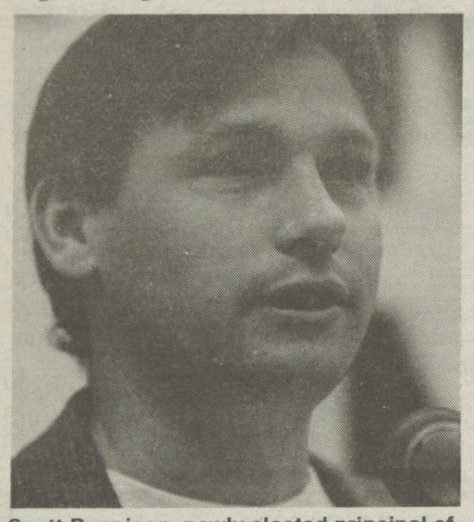
A rerun election was ordered, this time by mail ballot and with an election monitor. The result was a fair election, and a dramatically different result: a landslide victory for reform.

Along with Hilbish and McCleskey, others elected were M.C. Jordan, vice president; Veronica Whitehead, recording secretary; and Alvin Bode, Morris Simkins and Greg Ashe as trustees.

"This is a great victory for all Teamsters. I hope this election sends a message to old guard leaders in the Real Teamster Caucus. We need to put aside personal differences and egos and work with Ron Carey and the GEB for the benefit of the union and the members," Hilbish told us. "Our slate sends our thanks to all the hard working members of Local 528 that made this victory possible and special thanks to TDU for the continuing education of all members. That education has been the catalyst of this campaign."

Clean Sweep in Norfolk

"Another old guard regime bites the dust!" proclaimed Bill Haley, the newly elected Secretary-Treasurer of Local 822 in Norfolk, Va. "We put together a good team of candidates for office and finally ousted the old guard."



Scott Dennison, newly elected principal officer of Ventura, Calif., Local 186.

TDUers Dave Vinson and Bill Haley led the "Teamster Unity Slate" to a victory that marks a turning point in a long struggle for reformers in Local 822. They went from winning just one position three years ago (Dave Vinson won the VP spot) to winning it all this go around.

A year ago nearby Richmond, Va., Local 322 was won by reformers, and an election is upcoming in Roanoke, Va., Local 171. It seems a breeze of change is blowing through what was once considered R.V. Durham country.

New officers besides Vinson (the principal officer) and Haley include Lisa DelDonna, vice president; Mark Lusk, recording secretary; and Mario Lisi, Steve Moyer and James Wright as trustees.

"The mail ballot with outside supervision was a key factor" says Haley. "We won this right in a local bylaw campaign earlier this year and it helped level the playing field. I encourage the IBT to continue its support for supervised mail referendum balloting in all local union election."

'Quite a Ride' In California

In an election mandated and supervised by the Department of Labor, TDU member Scott Dennison and his slate of reformers swept to victory over incumbent Dennis Shaw and his cohorts loyal to Mike Riley.

Shaw is a favorite of the Real Teamster Caucus. In August their newsletter bragged that he would easily win election.

Newly elected secretary-treasurer Scott Dennison told us, "I've been a member of TDU for two years now and it's been quite a ride. I've been on a mission to educate myself. I've gone from a fired chief steward at UPS to being the principal officer of the local in my first two years of TDU activism."

"But, he continued, it's not easy. Like many other reformers who win office, we walked in to find that the old guard incumbents savaged the local treasury. They haven't paid per capita payments or withholding taxes for three months. They took big severance payments on their way out. And there are large charges on their union credit cards to be accounted for. It remains to us to clean up the mess, and we will."

Returning A Small Iowa Local to the Members

Building on member discontent in Mason City, Iowa Local 828, a lone rank and filer set out three weeks before nominations to unseat the ineffective and inattentive officer who took over the local in 1991. Sounds impossible? Reformer Ron Wheeler won the small local of about 600 members by a 2-1 margin. "For too long now, we watched the membership being left out in the cold. I ran on a campaign of being open, and putting the local back into the membership's hands," says Wheeler.

During the lame-duck period, when the defeated secretary-treasurer is still in office, politics seems to come ahead of the membership. Expiring contracts lay on the desk, while the outgoing officer requested a shredder for the office.

As Wheeler told us, "You have to put the members first. That's what they've never done, and it's what reform is all about. Connecting with other reform officers can only help build a stronger local, and a stronger International union."

Allentown, Pa., Local 773

Not every victory by TDUers comes in a local controlled by the old guard. In the 4,000 member Local 773 in Allentown, both slates were in general support of Ron Carey.

But the members backed the New Working Teamster slate, led by TDUers Phil DePietro and Dominick Buscemi, by a three-to-one margin.

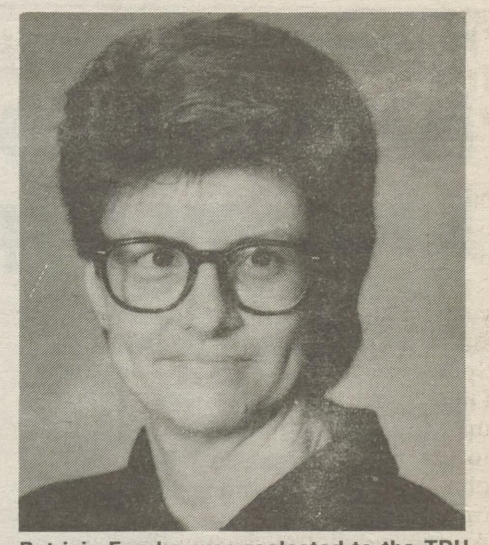
"In the course of this campaign the members of Local 773 asked for and received assurances from our slate that we were in full support of Ron Carey's reform agenda. We consider our victory not only a pat on the back for the representation we've provided the membership in the past, but also a vote of confidence in the Carey administration," said president-elect Phil DePietro.

Old Guard Goes All Out to Beat Reform Leaders

In Seattle Local 174, TDUer Bob Hasegawa led the PROUD (Pro Union Democracy) Slate to an important victory, narrowly winning reelection to a second term. The 6,000 members of the largest trucking local in the Northwest turned back a nationwide effort by the Royal Teamsters to unseat Hasegawa.

Members of his opposition slate received help, financial contributions and even personnel from far and wide. One slate member, Jerry Halberg, travelled to Chicago to the Real Teamster Caucus meeting in September to collect funds. Another, Anthony Murrietta, came into the local when he got a job at Airborne, a company that his dad (voted out of office two years ago in Los Angeles Local 208) negotiated with. A special newsletter called "TOLD" was even issued from here, and distributed in many states.

But once again the old guard found that money and employer connections cannot always beat the rank and file, when we get organized.



Patricia Franks was reelected to the TDU International Steering Committee in late October. Two weeks later she was elected vice president of Allentown, Pa., Local 773.

Connecticut: Members Say No to Fat Cats

Hartford, Conn., Local 559 was another local where certain old guard officials tried hard to knock off reformers, and fell flat. Secretary-treasurer and TDUer Bob Dubian, and president Tom Gilmartin, who is also an elected International vice president, won easily.

The opposition targetted Gilmartin for attack. One criticism was Gilmartin's support for abolishing the area conferences. So the reformers obtained a number of copies of TDU's "Fat Cats" video tape and showed it all over the local to educate members about the issues involved. Apparently the Teamsters of 559 liked what they saw.

Illinois Local 26

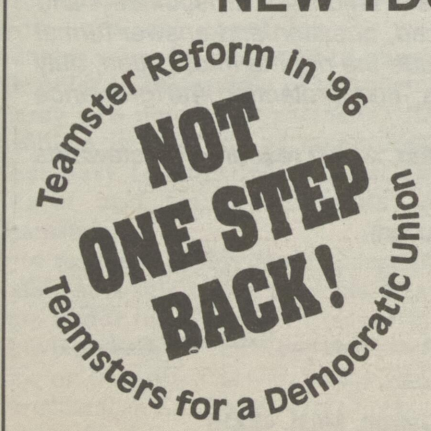
Of course, not all reform efforts win against entrenched old guard leaderships. Many fall short, especially on the first try. TDUer John Reed ran for president and principal officer in Illinois Local 26 and lost to incumbent Bill Bounds.

Reed was disappointed in the turn out. "We have to work to interest the members to vote, and that's not easy," he told us.

But progress was made. Rich Hagen, running on Reed's slate, was elected vice president. Hagen says he ran for office as "a direct result of what I learned at the 1993 TDU convention. Since I narrowly won, and others narrowly lost, hopefully this will lead to victory next time." Hagen, Reed and others are already thinking about the delegate election.

More local union elections will be reported in the January ***Convoy Dispatch****. Stay tuned as the reform train rolls on.*

NEW TDU BUTTON!



Show the world where you stand with this new button, introduced at the TDU Rank & File Convention.

The old guard is already campaigning to try to take our union back in 1996. Let them know we don't plan to let them!

Buttons are 50¢ each; 25¢ each for 10 or more. Send full name and address to TDU, Box 10128, Detroit, MI 48210.

LETTERS FROM OUR MEMBERS

New Teamsters an Inspiration to Labor Movement

To the TDU staff and steering committee: thanks for all your work in making the TDU Convention a great experience.

After all the struggles of the past year, it was good to hear fresh, outside perspectives on our union. Speakers such as Bob Wages of the Oil, Chemical and Atomic Workers union reminded the convention very forcefully that we Teamsters are part of a wider movement—the movement to re-energize the entire North American labor movement through rank and file democracy and activism. And they told us that the New Teamsters, under Ron Carey, are a source of inspiration to every union where reform members and leaders are struggling to get free from the dead weight of the labor bureaucrats, aristocrats and fat cats. With continuing strong Teamster leadership, working men and women can once again become the heart and soul of the union movement and we can rebuild the power of labor in North America.

Tom Sheibley
Local 653, Roadway
Bridgewater, Mass.

New UPS Drivers Take Heed

I watch with great sadness as the new UPS employees go through their qualifying time to become drivers. I remember what I went through as a rural driver at the end of the loop.

In my first 14 years as a driver I was dispatched with 10 to 12 hours of work every day. I was always the last driver to get back to the building at the end of the workday. Having a lunch break was unheard of back then. When I finally took a well deserved vacation, my cover driver and supervisor would come to my apartment so that I could sort the packages in the truck for delivery.

I hope and pray that the new drivers will be wiser than I. All the years of overtime, overwork, and dedication to my job have caught up with me. I am presently under medical care and feel that a lot of my problems are job related. New drivers take heed—being too dedicated to the company can ruin your health.

Kelly R. Perry
Local 480, UPS
Nashville, Tenn.

'Together We Are a Loud Voice'

I want to thank TDU for another great convention. What a coup to get the general president and the new election officer to address the hundreds of activists from around the country. As always, the TDU prime goal of education was acheived by the many workshops taught by Teamster brothers and sisters. Knowledge of the goings on in our union and the companies is of the utmost importance to activists who really want to reform and move this union forward.

Times have changed, and we must change with them. The old guard dinosaurs and their methods must go. Their multiple salaries and pensions must be used to fight today's corporate America or unions will become extinct. Members need to get involved. We need to participate in local union decisions about our future and we need to move forward, not backwards. We also need TDU for truthful information we can't get elsewhere. Remember, together we are a loud voice to be heard. Separately we are barely a whisper.

Thanks again for being there. See you next year.

Bob McDonald
Local 492, UPS
Albuquerque, N.M.

We Are All Fighting the Same Problems

I would like to thank TDU and all of the staff for a wonderful job at the convention. The workshops really gave me information that I could take back to the members and put right to work. The people I met showed me how other members from all over the country are fighting the same problems we have in Dallas, and how when we get involved and work together we can make this union work for its members.

I also saw that the officers of the International are trying to bring about reform, but the Real Teamster caucus continues to obstruct returning this union to the members. The old guard will not give up their country club life easily—we will have to take it from them.

Darryl Sullivan
Local 745, Stone Container
Dallas

Changed Mind About Carey

I came to the recent TDU convention with some complaints about Ron Carey, but the convention changed my mind. The convention reminded me that the real test of a reformer is if we see changes at the shop floor level as well as at the top. I saw some real examples to prove that Carey passed the test and deserves our support and organization to insure his re-election.

The Diamond Walnut strikers reminded me again that our lives as Teamsters are better with a reform administration. Without support from Carey and the GEB, their strike and corporate campaign would not continue.

Mario Perrucci told us that coming to a TDU Convention was like coming home. He praised Carey's decision to call a strike when UPS unilaterally lifted the 70-pound package limit to 150 pounds.

At the freight jurisdictional meeting IBT freight organizer Jim Buck explained the International's plan for organizing using rank and file members with staff support.

Although reform is slow, there are real signs of progress. It's also clear to me that the only way to protect the reforms made so far and to finish the job is to get Carey and his slate elected to a second term.

As I said at the convention, I am like other rank and filers who have complaints, but we have got to set them aside and consider the big picture of the reform movement as a whole. Understanding that reform is a long-term process will help us to have a clear vision during this upcoming election campaign.

Pete Camarata
Local 299, E.C. Smith
Detroit

UPS Driver Asks for Help

I am employed by UPS and was a driver until UPS removed me from driver status because the vision in one of my eyes is less than 20/40. I have filed a charge with the EEOC and they are considering making my charge a class action charge. I would appreciate anyone who has driven for UPS and was removed from driving status or denied the opportunity to drive because the vision in one of their eyes is less than 20/40 to please contact me.

Richard Butler
Local 637, UPS
P.O. Box 174
Bloomingdale, Ohio 43910

'Heart and Soul of Reform Movement'

Thank you for inviting me to your convention in Chicago. This is the third convention I have had the honor of attending, and they just keep getting better and better. Grassroots organizing is the heart and soul of the reform movement, and nobody educates and mobilizes the members better than TDU. Keep up the good work.

John Riojas
IBT Vice President
San Antonio, Texas

Self Contributions Ruling Unfair

It is with grossly unfair and inexcusable injustice that the trustees of the Central States Pension Fund have amended the rules on self contributions following the passage of the new freight contract.

On June 3, 1994 I self-contributed $4,146 hard earned dollars only to find out that I might as well have thrown this money away. The pension fund accepted my money and in return I get a kick in the rear.

All these years Central States has told the union workers that we could buy lost time (and qualify for the new benefits). Then suddenly they still take the money but change the rule and don't tell us until the money is in their hands. Is this my improved benefits? I don't think so.

Mad, you bet I am, along with a lot of other Teamsters. Maybe it's time to check into the Central States Pension Board, and some of the trustees who serve on it. They are sure not working for the best interest of the older rank and file.

John Hercules
Local 480, Roadway
Nashville, Tenn.

Help Build Rental Car Network

I recently joined TDU and found my first convention an exciting place to participate in workshops with people from around the country. In the workshops we spoke of struggles within our workplace, with our contracts, and for some, within their local unions. It was a time for sharing ideas and offering suggestions on how to resolve these problems and especially on how to make changes for the long term.

This kind of communicating and networking among the rank and file is important for our continued growth and for building strength and unity among ourselves. In car rental we have been dubbed the "forgotten Teamsters," but I hope we can build a network among the 10,000 Teamsters in our industry and continue our solidarity out of the successful Hertz strike in Pittsburgh. If you or those car rental Teamsters in your local want to help build our network contact me at PO Box 574, Carver, Mass. 02330.

Laurie Kelly
Local 25, Hertz
Boston

TDU Meets

ARIZONA
Saturday, Dec. 17—6 p.m.
Annual Christmas Party
9043 N. 36 Dr., Phoenix

ATLANTA
Saturday, Dec. 10—7:30 p.m.
John C. Birdine Community Center
215 Lakewood Way S.E.

EAST BAY, CALIF.
Saturday, Dec. 3—10 a.m.
Hayward, Calif.
Call (510) 653-3865 for information.

EVERGREEN CHAPTER
Saturday, Jan. 7—9 a.m.
El Centro De La Raza
(Old Beacon Hill Elementary)
2524 16th Ave. South, Seattle

NEW YORK/NEW JERSEY
Call the chapter office at (718) 624-7746 for information on meetings.

SOUTHERN CALIFORNIA
Sunday, Dec. 4—10 a.m.
VFW Hall
101 S. Main St. , Pomona, Calif.

Forward to 1996 and Beyond

Resolution adopted by the 1994 TDU Rank & File Convention
October 29, 1994

TDU Stands on a Proud Record

At this, our 19th Convention, we note TDU's long and proud history as the organization at the center of Teamster reform. TDU pioneered and led the fight for the Right to Vote. TDU spearheaded the development of a reform program, much of which was enacted into the IBT Constitution in 1991. TDU played an important role in the election of the Ron Carey Slate, and several TDU members were elected to the General Executive Board as part of Carey's team.

TDU in the New Teamsters

In 1992, the role of TDU changed. We took on a broader purpose, taking leadership and responsibility in addition to conducting education. In this transition, TDU has grown stronger and more united, surprising our opponents who expected us to divide or splinter.

At the same time, TDU remains an independent grassroots movement, dedicated to educating and mobilizing the Teamster membership and to training more and more Teamsters as leaders. We continue to lead the fight for democracy and solidarity in the shops and in the local unions.

Our goal is nothing less than the revitalization of the Teamsters union and the labor movement.

Forward to 1996

- We will lay the basis in the coming year to put hundreds of TDU delegates on the floor of the 1996 IBT Convention, through our campaigns, education and through outreach. We will in the next year conduct an open discussion to develop a progressive program that can be projected for 1996 and beyond. We will support the initiative to restart the IBT strike fund, including funding it from a $2 per capita assessment.
- We will work to weld together TDU and reform officers into a strong force, in alliance with active members.
- We will take on the lies and treachery of the old guard, and vigorously oppose their attempt to fund their election campaign through dues money.
- We respect the need for a broader reform coalition to support positive union programs and to win a majority of delegates at the 1996 IBT Convention. Within that coalition, our special role will be to build a strong TDU presence and a progressive program for the Teamsters union.
- We understand that none of this is possible without building TDU. This includes recruitment of TDU members, building strong TDU chapters and networks, and the development of more leaders within our movement and especially from the ranks of women and minority Teamsters.

JOIN TDU

TDU MEMBERSHIP APPLICATION

Name _____ Local # _____

Address _____

City _____ State _____ Zip _____

Phone (____)_____ Company _____

❑ City ❑ Road ❑ Dock ❑ Clerical ❑ Warehouse ❑ Construction ❑ Production

❑ Other _____ Optional: Spouse's name _____

❑ $35 one-year's membership & subscription to *Convoy Dispatch.*

❑ $85 three-year membership fee. ($10 shall be rebated to the local chapter.)

❑ $20 for spouses, retirees and Teamsters who gross less than $17,000 a year.

❑ Check or money order
❑ Mastercard/Visa # _____ Exp. date ____/____

Date _____ Signature _____

Return to: TDU, P.O. Box 10128, Detroit, Mich. 48210

TDU membership is kept confidential.
TDU solicits and accepts membership applications and donations only from Teamsters, and from individual retired Teamsters and spouses who are not employers.

Teamsters for a Democratic Union is the organization that has a positive vision and program for the Teamsters union.

The old guard wants to take us back to the days of multiple salaries and pensions. They hope to control the delegates to the 1996 IBT Convention to turn back the clock on reform.

We say "I don't think so" and are organizing to move our union forward to 1996 and beyond.

We need you. If you believe in TDU's platform for the future, use the coupon at left to join us now. Your membership will help to shape our union's future.